

DDS Stakeholder Virtual Forums

Welcome!



State of Connecticut
Department of Developmental Services



Supporting
Transformation
to Empower
People



Opening Remarks

- **Welcome message by DDS Commissioner Jordan Scheff**



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STEP Update

- **Deputy Commissioner Elisa Velardo**
 - **What is STEP – Supporting Transformation to Empower People**
 - **Goal – Promote choice, individualized options and integration**
 - **All aspects of life – Home, work and community**

STEP

- **Highlights the following core supports:**
 - **Assistive technology**
 - **Remote Supports**
 - **Self-Direction**
 - **Employment**
 - **Individualized Home Support (IHS)**
 - **Supportive Housing**
 - **Community Companion Homes (CCH)**



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STEP

- **The vision for STEP ensures you and your loved ones will feel empowered, valued and respected.**
- **We want to make sure everyone has the opportunity to become more independent and participate in your community.**



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What's next with STEP

- **One pagers about each core support**
- **STEP video series**
- **Bi-monthly newsletter mailed and emailed to individuals, families, providers and staff members**
- **Regional conversations**



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Forum Reminders

- **Thank you for attending today's session!**
- **Please hold all questions for staff and presenters until the end. Feel free to put questions in the chat section throughout the presentation and they'll be answered at the end.**
- **This presentation will be recorded and posted on our website.**

Family Member Speaker

Ms. Diane Selvaggi



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What is Self-Direction?

Self-Determination Directors

Amy Blazawski (North)

Denise Paladino (South)

Dory Michael-Martusis (West)



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Have you ever felt like....

- **Self-Direction is....**
- **Self-Direction means....**



What is Self-Direction?

- **Self-Direction is a service delivery model individuals can use to become more self-determined and to have greater control and authority in their lives.**
- **The self-direction model affords the individual the ability to hire and manage employees to provide specific services, goods or equipment.**
- **Self-Direction is a path one can choose to become more self-determined.**



Self-Direction Success Stories



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Bertha and Nancy





Canteen Cuties



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“Stepping Up, & Stepping Out!”

**Successful
Self-Direction at
home using
combination
Supports &
Services!**



**Alex Johnson
Manchester, CT**

- ❖ **Assistive Technology**
- ❖ **Remote Supports**
- ❖ **Direct Support Professional(s)**
- ❖ **E-Face to Face Services**



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Why Self-Direction?

CHOICE
CONTROL
RESPONSIBILITY
FREEDOM
AUTHORITY
WHATEVER IT TAKES
FLEXIBILITY
CREATIVITY



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What are the Benefits of Self-Direction?

- **Putting Self Determined Goals into action.**
- **Place LifeCourse Steps**
- **Trajectory**
- **Star**
- **IP Buddy**

Self-Direction: Think About It...

- **This is a service delivery for individuals and/or designated representatives who wish to exercise more choice, control and authority over their supports.**
- **Self-direction gives waiver participants and families greater control over the services they receive, how they receive them, and who provides them.**



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Self-Direction: Think About It...

- **People who self-direct must be willing to take on the responsibility of managing their services.**
 - **You will be in control of your budget, which has a fixed dollar amount for purchases available under the waiver**
 - **You select and arrange for the services and supports in you individual plan**
 - **You are accountable for using your budget to more effectively meet your needs and more efficiently use public dollars**
 - **You are the employer of record**
 - **You can hire, train and fire employees**

Where to Start...

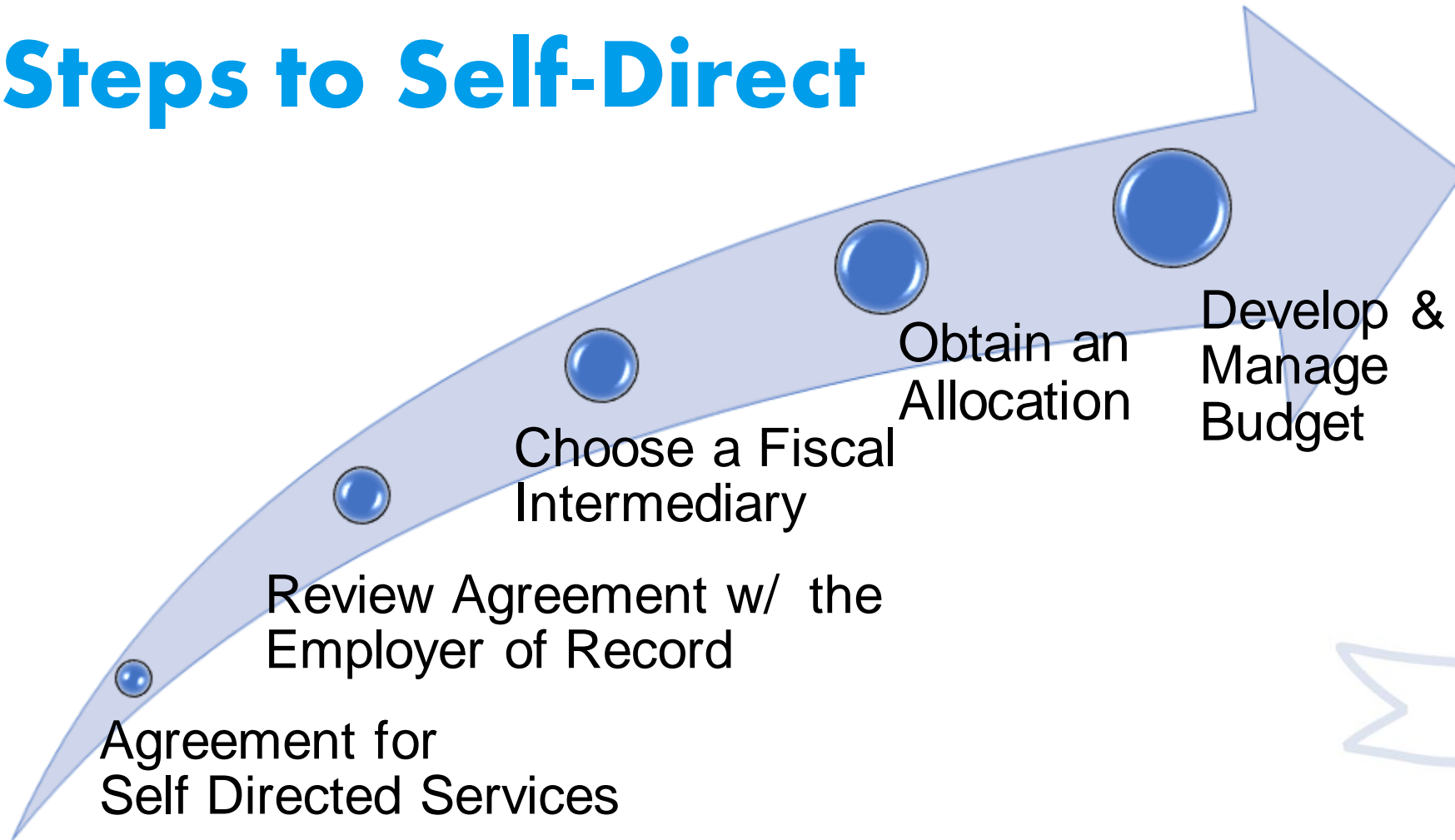
Individuals who choose to self-direct their services need to understand the important roles of the Employer of Record (EOR) and The Sponsoring Person, and how to best fulfill employer responsibilities.



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Steps to Self-Direct



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Steps to Hiring and Managing Staff



Finding
Employees

Choosing
Employees

Offering
the Job

Keeping
Employees

Finding Employees

- **One of the most challenging aspects of being an employer is finding good employees!**
- **Develop an employee job description with needed qualifications.**
- **Sponsoring Persons /EOR's/ Brokers can also help individuals learn effective marketing techniques and teach them how to use natural support systems to recruit employees.**

Recruitment Techniques

- **Word of mouth**
- **Local flyers (colleges, churches, libraries, etc)**
- **Paid advertisements**
- **Internet employment services (Rewarding Work, Care.com or other websites such as Indeed.com)**

DDS contracts with:

- **RewardingWork.com**
- **ACCESS CODE: CTddsconnect**

How do I take the next STEP?

- **Talk to your Case Manager...**
- **Referral to Public Partnerships for EOR Training (Brainier)**
- **Peer Support**

Self-Advocating

Self-Advocate Coordinator, Varian Salters



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Questions?

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